

KNOW YOUR BENEFITS.

From

Form 1095-B: What You Need to Know

In early 2016, you may receive an important new tax form, Form 1095-B, if you were enrolled in your employer's health plan in 2015. This form provides information about your health insurance coverage which can help you fill out your income tax return, and serves as proof that you had minimum essential coverage (MEC) during the 2015 tax year. If you did not have MEC in 2015, you may be subject to a tax penalty.

What information is on this form?

Form 1095-B is divided into four parts, which contain the following information:

- **Part I** identifies you, as the policyholder.
- **Part II** identifies the employer, if your insurance is provided through an insurance company.
- **Part III** identifies the health insurance company or employer that provided the coverage.
- **Part IV** lists the people in your household that were covered by the insurance and the months they were covered.

Only one copy of Form 1095-B will be provided for all of your covered family

members. Spouses and dependents who received coverage under your plan in 2015 will not receive their own forms. If necessary, you may provide copies of the form to your spouse and dependents for their own records.

It is important that you save Form 1095-B because it provides key information about your health coverage and can help you when you file your tax return.

How will I receive this form?

You will receive Form 1095-B if you are enrolled in any health insurance coverage outside of a Health Insurance Marketplace. This form may be sent to you by your health insurance company or by your employer, depending on the type of insurance you have.

- Your **health insurance company** will send you Form 1095-B if you are covered by an *insured* plan—meaning you pay fixed premiums to an insurance company.
- Your **employer** will send you Form 1095-B if you are covered by a self-insured plan sponsored by a small employer or some other entity (such as a union)—meaning your employer (or the other entity) assumes the financial risk of providing health care benefits, instead of an insurance company.

Filing Your 2015 Tax Return

The information provided on Form 1095-B can help you complete your tax return. Once your tax return is filed, save the form for your records. The Internal Revenue Service (IRS) will receive its own copy of the form for comparison purposes. If you had more than one type of health insurance coverage in 2015, you will receive a separate Form 1095-B from each employer or health insurance company that provided coverage to you.

Ultimately, the form you receive may vary based on your employment status and the type of insurance you are enrolled in. If you are unsure of which type of plan offers or if you have further questions regarding Form 1095-B and what it means for you, contact HR today.

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